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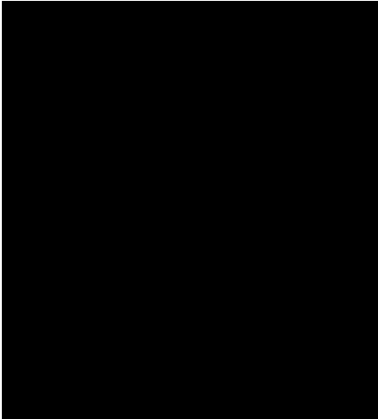
NOV 4 1953

MEMORANDUM FOR: Chairman, Clandestine Services Career Service Board

SUBJECT: Career Designations of Senior Field Representatives

1. The PP Career Service Board has recently conducted a survey of all Senior Representatives, Chiefs and Deputy Chiefs of Missions, and Chiefs and Deputy Chiefs of Stations. The basic purpose of this study was twofold: (a) to bring the PP Career Service Board records up-to-date; and (b) to ascertain what career designation each of the individuals concerned carries:

2. Information on career designations was secured from machine records, Position Inventory and appropriate Area Divisions. In summary, the results break down as follows:

<u>POSITIONS HELD BY</u>	<u>NUMBER</u>	<u>PER CENT</u>
FI		
PP		
PE		
TR		
A		
MIL		
TOTAL		

25X9A2

3. It would appear that such a breakdown gives a fallacious and unrealistic picture. Inasmuch as all individuals included in the survey are responsible for across-the-board activities, to cover PP, FI, PM and in some instances TSS and other elements of CIA, it would seem more appropriate that they be coded P (Office of the Deputy Director (Plans)). It

is recognized

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is recognized that the system presently employed conforms with the principle set forth in para. 2,b, of [REDACTED] dated 31 August 1953:

25X1A

"It is expected that Staff Employees will, from time to time, be assigned duties or reassigned to positions outside the functional scope of their organizational components without a change of Career Designation. Such assignments will be made for planned periods, with the expectation that such individuals will ultimately be reassigned to duties corresponding to the functional areas represented by their Career Designation."

The principle is both sound and workable when referring, for example, to an officer with a career designation of PP who has been given a specific assignment in an FI field. On the other hand, Senior Representatives and Mission and Station Chiefs and Deputy Chiefs would seem to comprise a special group of CIA employees who have, as a result of ability previously displayed, gone beyond the confines of one facet of the DD/P complex and have broadened their horizon to assume the direction of DD/P-wide activities in their particular geographical area. Normally, upon return to Headquarters, such officers are given similar all-embracing positions as Division or Branch Chiefs.

4. Inasmuch as a career designation of P carries with it a particular significance, the PP Career Service Board recommends that consideration be given to placing all Senior Representatives, Chiefs and Deputy Chiefs of Field Missions and Stations, Chiefs and Deputy Chiefs of Branches and Area Divisions, and all others with across-the-board responsibilities in this category. It is further recommended that when an individual with a career designation of P transfers back to a position with a narrower and more confining responsibility, the personnel action (Form 52) simultaneously carry the transfer to the appropriate career designation of the position to be filled or that career designation which is in line with the individual's long range career development.

SIGNED

[REDACTED] 25X1A9a

Chairman, PP Career Service Board

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ROUTING AND RECORD SHEET ~~CONFIDENTIAL~~

INSTRUCTIONS: Officer designations should be used in the "TO" column. Under each comment a line should be drawn across sheet and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further routing. This Routing and Record Sheet should be returned to Registry.

FROM:

PP/CSO

NO.

DATE

TO	ROOM NO.	DATE		OFFICER'S INITIALS	COMMENTS
		REC'D	FWD'D		
1. Chairman CIA/CS Board	200 North Bldg.				
				RB	
	25X1A9a			X	
	25X1A9a		65cc	RB	
5. <i>Kirkpatrick</i>			<i>See by K</i>		
6.					
7.					
8.					
9.					
10.					
11.					
12.					
13.					
14.					
15.					

263: This is
germaine to your present
order RB

Pls return when you have
finished with it!

25X1A9a

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